

**SAFETY COMMITTEE MEETING MINUTES**

**Wednesday, July 7, 2021**

**Via Zoom**

**Regular Meeting: 3:00 – 4:30 P.M.**

**Members present**: Ronda Chaney, Alex Claxton, Jose Garcia, Vince Garcia, Max Hartman, Ray Hernandez, Michael Hoffman, Deborah Joy, Bettina Lee, Carlos Luna, Graciano Mendoza, Ben’Zara Minkin, Griselda Paredes, Manuel Alejandro Pérez, Karen Pinkham, Tammy Robinson, Megan Rodriguez Antone, Michele Rudovsky, Jessica Silver-Sharp, Brian Tupper, Roslind Young.

**Members absent:** Mary Chries Concha Thia, Yesenia Haro, Michiko Kealoha, Elsa Torres, Rika Yonemura-Fabian.

**Guests and others present**: Margarita Baez, Wissem Bennani, Wendy Cazares de Reynaga, Xitlali Curincita, David Eck, Liliana Garcia-Arteaga, Paul Gaskins, Zorie Gomez, Jamie Hui, Jacky Ip, John Kenny, Maria Lara, Monica Malamud, Mario, Gloria Peña, Chantal Sosa, Peter Tam, ZO.

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| **AGENDA ITEM** | **CONTENT** |
| 1. **Agenda**
 | Meeting called to order at 3:04 PM.Vice President and Chair Graciano Mendoza requested that the meeting be extended to 4:30pm to provide extra time for the Round Table questions. Committee members approved the meeting agenda and the additional time. |
| 1. **Report/Updates**
 | Vice President Mendoza announced that there will be a follow-up Safety Committee meeting on July 21 from 3-4:30pm. He will also consult with the Academic and Classified Senates on membership appointments to the Safety Committee. 1. Public Safety Update: Director of Public Safety Brian Tupper reported that the campus access points have been eliminated and campuses are open from all directions. There is now light foot traffic and vehicle traffic, other than Public Safety, facilities, athletes and community members walking and biking on campus.
2. Facilities Update: Cañada Facility Manager Karen Pinkham provided an update on construction activities:
* Building 1 is complete and is open, however a construction notice will be going out regarding exterior construction on the building.
* Building 22 projects are wrapping up and it is hoped they will be completed by July 12 and then start the 45-day final completion period.
* Work is underway in the Transfer, DREAM and Financial Aid Centers in Building 9.
* Building 13 is off line. A contract has been awarded and demolition work will begin in August.
1. Emergency Preparedness Office: Ben’Zara Minkin said that the district has completed the hazard annex for active shooter/violent intruder for the district, the disability and functional needs annex for the Emergency Operations Plan, and the threat identification and hazard risk assessment for FEMA. Training is underway for the reopening of Child Development Centers at CSM and Skyline that return during the week of July 12.
2. Reporting on Safety Concerns: None were reported.

The district will be setting up an anonymous hot line where people can submit their comments and concerns. In the meantime, feedback or questions that committee members have on the Recovery Update should be emailed to Graciano Mendoza at mendozag@smccd.edu and Brian Tupper at tupper@smccd.edu. |
| 1. **Ten Point Recovery Framework Model (Ben’Zara Minkin, Ray Hernandez)**
 | Ray Hernandez will continue to serve as COVID Health Officer for SMCCCD as the district goes into recovery. The Ten Point Recovery Framework, which has been refined through three Board of Trustees meetings, was reviewed. Following the June 23rd Board Meeting, Chancellor Claire emailed the final version district-wide. The following areas were reviewed:* Item #3 Employee Vaccinations: The Board supports mandated vaccinations for both employees and students, however accommodations for (1) medical issue/disability, (2) religious belief or (3) refusal based on emergency authorization of the vaccine will be honored. Once the FDA approves any one of the three vaccines, item (3) will no longer be a factor and employees and students can be required to get an FDA-approved vaccine. In terms of documentation and protecting peoples’ privacy, the Board will build a policy, looking at a structure of accountability in terms of who would or would not need to wear a mask as well as self-attestation through Banner.
* Item #8 Resources: The district is working with the county to have popup clinics at each of the colleges as well as curate materials and information to help inform people. The popup clinics will provide vaccinations for employees, students and the greater community because the county has an interest in continuing to increase the number of vaccinations.
* Worksite Assessment (Item #9) will be done as employees return to work. Cal/OSHA has some mandates and there are considerations based on science as to why the assessment is needed.
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| 1. **COVID-19 and Safety (Ray Hernandez)**
 | Ray presented the COVID-19 Fact Sheets and as of July 7th, the vaccination rate is at 60% for ages 12 and older as a state, and San Mateo and San Francisco Counties are more than 80% fully vaccinated. SMCCCD: The SMCCCD student population is in the 18-24 age range and the data was presented. A month ago, the vaccination rate was at 40% for that age range and is now 70%, however in looking at the data, the percentage of Hispanic students who are vaccinated was lower so there is a disparity gap. There is some work to do which is why the district is focused on educational campaigns and popup clinics.San Mateo County: Confirmed case rates have dropped in the county since January. People who are testing positive are those that are unvaccinated. The majority of the population can get vaccinated, so it is important to make sure the rest of the population can get them. Deaths from COVID in the county have not been reported since May.If people are vaccinated, they can still get COVID but it is not as likely that it will be transmitted to others. As people who are unvaccinated contract COVID and pass it along, those transmissions create the variants. Ray noted that viruses mutate all of the time, but vaccinations are proving effective against the variants. There has been a lot of discussion on barriers and they may or may not be effective. * Michael Hoffman asked if, while waiting for Board guidance, the College can publish an aggregate percentage of those claiming vaccination mainly to help ease people’s fears.
* Ray said we have not gotten that data yet because we have not required people to officially document the information. As long as we don’t give individuals’ information, it should be fine.
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| 1. **Cal/OSHA/CDC Considerations (Ben’Zara Minkin)**
 | Ben’Zara Minkin reviewed the Cal/OSHA proposed revisions to the COVID-19 Emergency Temporary Standards (ETS). The proposal aligns with the recommendations set by the CDC and the California Department of Health (CDPH). It reflects the availability of vaccinations that limit workplace transmission updates, requirements on face coverings and physical distancing. California also uses respirators as a method for vaccinated and unvaccinated employees to work together. It has sent the tone of recovery for the district and building occupancies do not have to be limited, people can work side by side (no socially distancing) and vaccinated people do not need to wear masks. There will be further guidance on the Plexiglas barriers and where those would be provided. **Cal/OSHA Proposed Revisions to the ETS**The employer must document an employee’s vaccination status, however HIPAA regulations require that vaccination status be separated from an employee’s personnel file. * Full vaccinated employees without symptoms do not need to be tested or quarantined after close contact with COVID-19 cases unless they have symptoms.
* No face coverings are required outdoors (except during outbreaks), regardless of vaccination status, though workers must be trained on CDPH recommendations for outdoor use of face coverings.
* Employers may allow fully vaccinated employees not to wear face coverings indoors, but must document their vaccination status.
* Employers must provide unvaccinated employees with approved respirators (such as N95) for voluntary use when working indoors or in a vehicle with others, ***upon request***.
* Employers may not retaliate against employees for wearing face coverings.
* No physical distancing/barriers requirements regardless of employee vaccination status, with the following exceptions:
* Employers must evaluate whether it is necessary to implement physical distancing and barriers during an outbreak (3 or more cases in an exposed group of employees)
* Employers must implement physical distancing and barriers during a major outbreak (20 or more cases in an exposed group of employees)
* No physical distancing requirements in the employer-provided housing and transportation regulations
* Where all employees are vaccinated in employer-provided housing and transportation, employers are exempt from those regulations.
* Employers must evaluate ventilation systems to maximize outdoor air and increase filtration efficiency and evaluate the use of additional air cleaning systems. Ben’Zara noted that filtration is not as important as ventilation when eliminating COVID spread.

All of theseneed to be standardized district-wide, keeping in mind that discrepancies by college will be addressed. |
| 1. **Round Table Health and Safety/Adjourn – Opening the Floor for Campus Specific/District-wide Questions, Comments and Concerns**
 | Round Table Questions/Concerns:* **Campus signage states that offices are still closed and directs people to visit campus websites for services.**
* Ben’Zara said offices can now be opened, people can come back and work onsite. Unvaccinated people must wear a mask, but all employees can access their worksites. Campus signage needs to be updated.
* **There are concerns being expressed by counselors, faculty and staff who come in contact with students who are unvaccinated.**
	+ Ben’Zara said the main protector is to be vaccinated, but CalOSHA gives employee the right to ask for a N95 respirator from the employer. If someone is vaccinated and still feels the Cal/OSHA regulations to do not provide enough mitigation, then staff can request a N95 respirator.
* **Students who are coming to campus are expecting things to be open but things are not. How will information be communicated?**
	+ As information is communicated from the district to the campus VPAs, that information is also given to the PIO teams across the district. The PIOs are working together on messaging so that all communication to students and employees is standardized, however there are nuances for each college. Signage also needs to be updated as well as the COVID website.
* **On the Recovery Guidelines, Item #6, Student Services, it reads, “Student Support Services will be returned to the campuses during the fall semester unless impossible or impractical to do so.” What is the guideline on what is impractical or impossible?**
	+ Acting President Pérez said an updated email will go out campus-wide to address scheduling and access while aligning with the College’ guiding principles. The focus will be on students, the health and safety of staff, and campus operational needs. There will be some alignment across the district, however there will be minor differences based on campus needs. As we reopen our campuses, managers are centering a compassionate approach on how we speak with our teams and address health, safety and operational needs.

 * **Will staff be able to return to campus on August 2 and then use that week to transition back into their spaces and open to the public on August 9?**
	+ Acting President Pérez said people should check in with their immediate supervisor on their business and operational needs. August 2nd is the date that the College will have services to the campus community in some way. If business needs come up as an obstacle, please notify the supervisor as soon as possible. Director Tupper said the campus is open and people can access their offices or notify Public Safety for assistance.
* **If there is a mandate to wear a mask for a student or employee, how will the campus enforce the mandate?**
	+ Director Tupper said masks are a health requirement. Public Safety will support people in these rules. The VPSS and other groups will need to assist with this. Ben’Zara said the policy is stipulated in the ETS document and must be enforced. People who do not comply will be asked to leave campus by Public Safety. The district will want to be patient, calm, and empathetic but will not compromise peoples’ safety so there needs to be a method for enforcement. Ray Hernandez will review the list of employee vaccinations and information would be shared with the supervisor, who would monitor their employees.
* **Who should employees contact about requesting N95 respirators?**
	+ Ben’Zara said there are at least 10,000 N95 respirators and thousands of facial coverings that will be distributed. The Safety Committee will determine the best method for distribution. It is possible that the masks would be distributed to the campus VPAs and then the distribution could be done by the division offices.
* **Can the College begin accepting applications for facilities usage?**
	+ Vice President Mendoza said external groups may begin renting facilities on August 2. The Colleges are working with the District Purchasing Director to look at the contractual language in the facilities use agreement and those should be ready for use on August 2. People are encouraged to reach out to Graciano Mendoza or Rachel Corrales for other questions.
* **By the time school starts, will we have clarity on our role as staff and faculty?**
	+ Ray, we are seeing this draft plan for the first time, so our hope is that we have better clarity, take any feedback and integrate it into the plan.
* **Is the Library open?**
	+ The Cañada College Library has provided services all along, although it has been closed to people. They are waiting for the assessment to be finalized before letting people in.
* **Can the Safety Committee composition be reviewed?**
	+ The committee membership is listed on the Safety Committee webpage. The Academic Senate will submit two names and the Classified Senate will also submit two names, so those individuals will be added to the existing list.
* **On the Recovery Guidelines, Item #9, in addition to the worksite assessment, is every position being evaluated for the possibility of doing a job remotely?**
	+ Roslind Young said it may depend on the type of job, but people should contact their union, if they are represented by a union, and check on that possibility. Director Tupper said it would be looked at on a case by case basis with the supervisor and the union.
* **When can people use the Gym?**
* The Gym is open for everyone however the Athletic Directors are in charge of the space and there may be some mixed use. At Cañada, the physical space is not open just yet pending the physical assessment.

**Suggestion**: Present updated information on the campus reopening plan to Classified staff.**Other:** Roslind Young commended the Safety Committee for addressing issues around returning to campus. |
|  | The next Safety Committee Meeting is July 21, 3-4:30pm |
| **ADJOURNMENT** | The Safety Committee meeting was adjourned at 4:30 p.m. |